

Incorporating Equity into the Tenure Process

Ameerah McBride, J.D., M.S., CCEP, CDR
Chief Diversity Officer

TEXAS  STATE
UNIVERSITY[®]

The rising STAR of Texas

Academic Tenure*

A tenured appointment is an indefinite appointment that can be terminated only for:

- Cause; or
- Extraordinary circumstances such as financial exigency and program discontinuation.

What is a Tenure Observer?

Non-voting
observer of
the faculty
promotion
process

Ensures EEO
policies are
followed in
the
committee's
deliberations
and actions

Ensures
policies are
followed and
reports any
discrepancies
to EEO/AA
officer.

Renewal/Non-Renewal of Academic Appointment*

Criteria and Notice of Standards

Periodic Review

Opportunity to Submit Materials

Notice of Decision

Right to Appeal

- Inadequate Consideration
- Academic Freedom Violation
- **Discrimination**

Post Tenure Review*

Post-tenure review is a system of periodic evaluation, including:

- Course student evaluations
- Peer review of teaching and publications
- Program review for accreditation

Faculty Dismissal

Informal resolution

- Opportunity to improve/address concerns

Formal hearing (due process, ombudsmen, advisors, union rep, etc.)

- Committee/panel hearing
- Decision

Faculty Policies

Faculty policy governs!

- Automatic observer appointed, OR
- Faculty member requests observer attendance
- Department Level OR College Level

Who Can Observe?

Tenured Faculty

Professional Staff

Instructional Staff
(Adjuncts)

Only observe hearings
outside of their college

Must be trained!

Who Manages the Tenure Observer Process?

Diversity/Equity/EEO Office

Policy expert on EEO/AA laws

Identify equity issues and how they relate to larger picture

Neutral, impartial

Investigations

Provost/Academic Affairs Office

Primary contact for academic/faculty concerns

Manages the tenure process

Manages the appeal/hearing process

Pre-established relationship with faculty governance

Questions?

mcbridea@txstate.edu

TEXAS  STATE[®]
UNIVERSITY

The rising STAR of Texas